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5 || Attorney for Plaintiff

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**IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF NEVADA**

10 | KRISTEN KNIGHT.

11 Plaintiff,

12 | vs.

Case No:

13 | FURNISHED QUARTERS LLC,

14 Defendant.

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COMPLAINT

(Jury Demanded)

COMES NOW Plaintiff and complains of Defendant as follows:

First Cause of Action

(Disability Discrimination)

I.

24 This is an employment discrimination action based on the Americans With
25 Disabilities Act (ADA). The Plaintiff alleges she was denied an accommodation
26 for her disability, terminated because of her disability, and terminated because she
27 engaged in protected activity. Jurisdiction and venue are based upon the ADA.

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1 II.

2 The Plaintiff, a qualified individual with a disability, is a resident of Clark
3 County, Nevada temporarily living in Utah. The Defendant is a Limited Liability
4 Corporation doing business in Clark County, Nevada, and at all times herein was
5 Plaintiff's employer.

6 III.

7 The Plaintiff worked for the Defendant from March, 2019 until July, 2021,
8 when she was terminated. In December, 2020, the Plaintiff suffered a medical
9 condition which required an accommodation to continue to work. The Plaintiff
10 requested an accommodation and entered into the interactive process but the
11 Defendant refused to accommodate her disability and discharged her instead.

12 IV.

13 The Plaintiff filed a charge of discrimination with the EEOC and a copy of
14 that charge is attached hereto and the facts asserted therein are hereby incorporated
15 by reference.

16 V.

17 A right to sue letter based upon her charge has been obtained and this
18 lawsuit has been filed within 90 days of receipt of that letter.

19 VI.

20 As a direct result of the Defendant's discriminatory acts the Plaintiff has
21 suffered financial loss, physical injuries and emotional distress based upon those
22 injuries. The above described acts of Defendant were willful and done with a
23 conscious disregard for Plaintiff's federally protected rights.

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1 **Second Cause of Action**
2 (Retaliation)
3 VII.

4 The Plaintiff repleads and realleges the allegations contained in paragraphs I
5 through VI above as though fully set forth herein.

6 VIII.

7 The Defendant refused to accommodate and/or enter into the interactive
8 process in good faith and subsequently terminated the Plaintiff because she sought
9 an accommodation. This constitutes retaliation in violation of the ADA and the
10 Plaintiff has been harmed as a direct result of said acts.

11 IX.

12 As a direct result of the Defendant's intentional unlawful conduct the
13 Plaintiff has suffered emotional distress and financial loss. The above described
14 acts of Defendant were willful and done with a conscious disregard for Plaintiff's
15 federally protected rights.

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2 WHEREFORE Plaintiff prays for the following relief:

- 3 1. Reinstatement, with full backpay, benefits, seniority and prejudgment
4 interest;
- 5 2. Front pay, if reinstatement is not practicable;
- 6 3. Compensatory damages in the amount of \$300,000;
- 7 4. Punitive damages in the amount of \$300,000;
- 8 5. Attorney's fees and costs of suit; and
- 9 6. Such other and further relief as the Court may wish to entertain.

10 DATED this 20² day of August, 2022.

11 
12 RICHARD SEGERBLOM, ESQ.
13 602 S. 10th Street
14 Las Vegas, Nevada 89101
15 Attorney for Plaintiff

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge
No(s):

FEPA
 EEOC

487-2021-01428

NEW YORK CITY COMMISSION ON HUMAN RIGHTS

State or local Agency, if any

and EEOC

Name (indicate Mr., Ms., Mrs.)

KRISTEN KNIGHT

Home Phone

(702) 487-2611

Year of Birth

1970

Street Address

City, State and ZIP Code

5282 W CROYDEN LANE, UNIT 203, HERRIMAN, UT 84096

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name

FURNISHED QUARTERS LLC

No. Employees, Members

Phone No.

201 - 500

(212) 364-9400

Street Address

City, State and ZIP Code

158 WEST 27TH ST, 7TH FL NEW YORK, NY 10001, NEW YORK, NY 10101

Name

No. Employees, Members

Phone No.

Street Address

City, State and ZIP Code

DISCRIMINATION BASED ON (Check appropriate box(es).)

RACE COLOR SEX RELIGION NATIONAL ORIGIN
 RETALIATION AGE DISABILITY GENETIC INFORMATION
 OTHER (Specify) _____

DATE(S) DISCRIMINATION TOOK PLACE

Earliest

Latest

12-26-2020 07-02-2021

CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

I was hired by Furnished Quarters LLC on or about March 25, 2019. The last position I held was National Guest Service Representative. On or about December 26, 2020 I was rendered unable to work for a period of time due to a sudden medical condition. In or around February and May 2021 I provided Human Resources with notes from my doctor that outlined reasonable accommodations I needed to come back to work. After I submitted my requests for accommodations, I was told that all of these would be too expensive for the company and would constitute an undue hardship. On July 2, 2021 I was discharged.

I believe I was discriminated against due to my disability and retaliated against for engaging in protected activity, in violation of the Americans with Disabilities Act of 1990, as amended.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

Digitally signed by Kristen Knight on 11-12-2021
04:10 AM EST

NOTARY - When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Los Angeles District Office
255 East Temple St, 4th Floor
Los Angeles, CA 90012
(213) 785-3090
Website: www.eeoc.gov

DETERMINATION AND NOTICE OF RIGHTS

(This Notice replaces EEOC FORMS 161 & 161-A)

Issued On: 06/01/2022

To: Kristen Knight
5282 W Croyden Lane Unit 203
HERRIMAN, UT 84096
Charge No: 487-2021-01428

EEOC Representative and email: Clenten Sims
Investigator
clenten.sims@eeoc.gov

DETERMINATION OF CHARGE

The EEOC issues the following determination: The EEOC will not proceed further with its investigation and makes no determination about whether further investigation would establish violations of the statute. This does not mean the claims have no merit. This determination does not certify that the respondent is in compliance with the statutes. The EEOC makes no finding as to the merits of any other issues that might be construed as having been raised by this charge.

NOTICE OF YOUR RIGHT TO SUE

This is official notice from the EEOC of the dismissal of your charge and of your right to sue. If you choose to file a lawsuit against the respondent(s) on this charge under federal law in federal or state court, **your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice**. Receipt generally occurs on the date that you (or your representative) view this document. You should keep a record of the date you received this notice. Your right to sue based on this charge will be lost if you do not file a lawsuit in court within 90 days. (The time limit for filing a lawsuit based on a claim under state law may be different.)

If you file a lawsuit based on this charge, please sign-in to the EEOC Public Portal and upload the court complaint to charge 487-2021-01428.

On behalf of the Commission,

Digitally Signed By:Christine Park-Gonzalez
06/01/2022

Christine Park-Gonzalez
Acting District Director